



Notes from the Director

No. 13

18 October 1977

ORGANIZATIONAL MATTERS

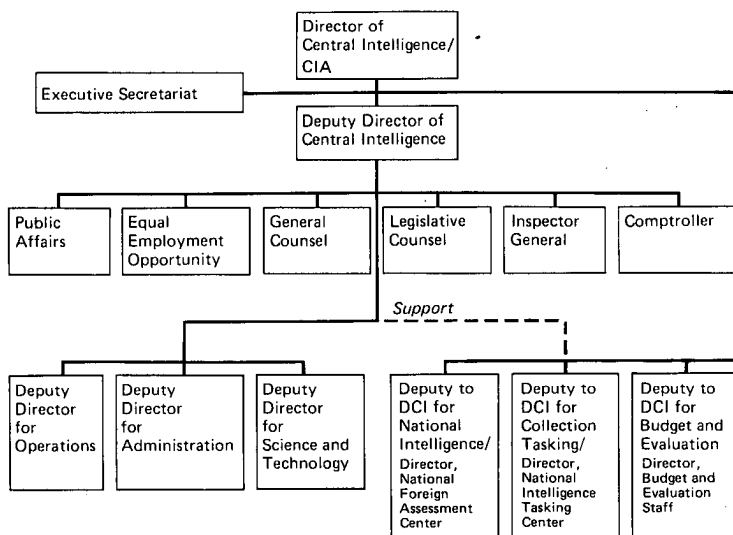
Two important organizational steps have just been completed in furtherance of the Presidential decisions on the Intelligence Community:

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- (1) On 3 October, [redacted] became the Director of the National Intelligence Tasking Center. [redacted] comes to us with a superb record in analytic work, military operations, and engineering, and I am most happy that he is joining the Intelligence Community. His initial work will be to organize the National Intelligence Tasking Center (NITC) established by the Presidential Directive. Organizationally, this will have only minor impact on the Agency. In time, the tasking function of the NITC should be beneficial to our Agency collection functions by coordinating them more closely with those of other agencies.
- (2) On 11 October, the DDI and the NIO were merged to form a new organization under the DCI, the National Foreign Assessment Center (NFAC). Mr. Bowie will head the new Center and Dr. Stevens will be his deputy. NFAC will receive its support from DDA and other CIA elements.

With these changes our organization will look like this:

Organization—Central Intelligence Agency



Looking at the overall picture, I will continue to hold the two hats of DCI and head of CIA; the DDCI will continue to concentrate most of his efforts on the day-to-day running of CIA; the DDA continues to support CIA Directorates as well as other Community elements; DDO and DDS&T continue to report to the DCI through the DDCI; the O/DCI staff elements continue to serve both the DCI and CIA as before; the name of the IC Staff is to be changed to reflect its new focus on Budget and Evaluation; and the NITC and NFAC come into being.

Still under discussion is organizational placement of DCD. With this one exception, we plan no other organizational changes in the foreseeable future. After the Congress returns next year, it will be necessary to make some adjustments in the laws (e.g., the IC Staff has a numerical limitation and separate funding, there is no provision for an NITC, etc.). In short, we are off and running and can concentrate on the job at hand rather than organizational issues. At last!

PROPOSED TAX REFORM

As part of the Administration's tax reform proposals earlier this year, the Treasury Department considered the repeal of Section 912 of the Internal Revenue Code. This move would have caused allowances and benefits incidental to government travel and PCS assignment to be taxable as additional income. However, Treasury Secretary Blumenthal has informed us that upon review the Treasury Department does not intend to propose this change. It is therefore unlikely that the House Ways and Means Committee would take such action. Present assessment is that Section 912 will not be amended during this Congress. I am firmly committed to maintaining these benefits for our employees, those serving overseas and domestically, to ensure they do not suffer financially because of their assignments for the Agency.

EMPLOYEE RIGHTS TO PRIVACY

An Agency employee recently wrote to me expressing his concern as to whether CIA was currently conducting, or had recently conducted, any projects which infringed on the rights or privacy of CIA personnel such as telephone bugging. He suggested that I investigate this matter.

At my direction, the Office of Inspector General (OIG) has investigated whether there are any such projects or activities involving unwitting Agency employees or other American citizens. The IG assures me that his staff has investigated those offices that could conceivably engage in such activities, and no improper projects or operations are being conducted or contemplated. Those activities that were questionable were terminated some years ago.

As you know, I have a responsibility to protect classified information and intelligence sources and methods. In this regard, Executive Order 11905 gives me the authority to determine the continued loyalty of CIA employees or the existence of any employee vulnerabilities that might lead to a security breach. I utilize the Office of Security's (OS) reinvestigation program to carry out this responsibility. However, there is nothing surreptitious in the conduct of this program. Employees are informed

that they are being reinvestigated and if any information is developed on an individual that seems to have security implications, the individual is provided an opportunity to explain his or her actions. I assure you that access to OS records on Agency employees is restricted to those OS employees who have a need to know. Medical information on employees is also very closely held and can be released only to an employee's personal physician with the employee's approval. If there were allegations or evidence that an Agency employee had committed espionage or a disloyal act, the issue would be referred to the FBI for investigation.

As I have stated in previous communications, if you are told to take some action which you believe to be improper in regard to the Agency's responsibilities or the privacy rights of Americans, or if you hear of actions by others which appear questionable, you should report your concerns directly to me or to the IG or send them to the Intelligence Oversight Board. Such concerns will be fully investigated.

FIELD TRIP

In September I completed my first trip to the field, visiting three stations and three bases. I was most impressed by the professionalism and the dedication of the people I visited. I hope to make similar trips about every four to five months.

THE HANDICAPPED PROGRAM

Each year in October, one week is designated as "National Employ the Handicapped Week." This Week is the major national event bringing attention to the abilities of disabled people, and focusing on the ways our entire society—employers, private citizens, government officials—can together create a climate conducive to equality for disabled persons.

President Carter's recent statement that "the time for discrimination against the handicapped in the United States is over" means two things to me—attitudinal barriers toward hiring qualified disabled persons must be torn down; and employment at the highest level for which a person is qualified must be recognized as a right not to be abridged by reason of the existence of a handicapping condition. I share the President's concern for our disabled citizens and support the programs designed to provide full employment and advancement opportunity for those qualified to meet our needs.

I wish to emphasize my personal interest in the progress and activities of the handicapped. To this end I would like to meet with a representative group of handicapped persons to discuss their problems and perceptions. If you would like to participate, please contact of my staff.

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USE OF THE SUGGESTION BOXES

On 15 June I announced the institution of suggestion boxes around the buildings to enable employees to communicate their ideas directly and privately to me or senior managers in the Agency. To date we have received only 33 suggestions; all of them were sent directly to their addresses or the appropriate official for action. Some good

ideas have been suggested and implemented while other ideas are currently under review. Since I cannot contact each and every employee individually, I urge everyone to use the suggestion boxes to get his or her ideas and suggestions to us because we all benefit from such exchanges.

ALCOHOL REHABILITATION PROGRAM

Alcoholism is a disease that will affect five to ten percent of American adults at some time in their lives. Agency employees are not immune. Alcoholism is also a disease that can be treated successfully.

The Agency's Program for the Prevention and Treatment of Alcoholism is set forth in Headquarters Regulation [redacted] This program ensures that an employee with an alcohol problem will receive the same consideration and assistance that is extended within the Agency's official capabilities for any other illness or health problem. I urge all employees to reread that regulation.

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The first step in any rehabilitation program is for the employee to recognize that he or she has a problem. An employee may seek confidential counseling with the Office of Medical Services without prejudice to his or her career and without reports to his or her supervisor. In addition, there are employees who are Alcoholics Anonymous volunteers available to counsel others suffering from alcoholism. An employee with a drinking problem should contact [redacted] of OMS on extension [redacted] who can refer him or her to one of these AA volunteers.

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Alcoholism can ruin one's career and family life. I endorse the Agency's efforts to rehabilitate these employees and return them to useful lives. I encouraged afflicted employees to seek help and supervisors who detect signs of alcoholism to counsel such persons appropriately.

COMMENDATION FOR GRAPHICS

Last week the President specifically commended the excellent work of our graphics people. He said that it is the best graphics work he has seen and that it is most helpful to him. Immediately after this I needed some special graphics in support of the President. [redacted] of the Visual Design Branch in OGCR and his staff worked well into the wee hours for two nights in a row to produce these graphics—as usual the work was superb.

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I might add that many other people deserve to share in this praise from the President for it is certainly the clarity of thinking of our analysts that helps to make our graphics so good.



STANSFIELD TURNER
Director